

Apprenticeship and Adult Common Measures

Factoids:

- ✓ Apprenticeship aligns with workforce system priorities
- ✓ Apprenticeship is industry-driven with 250,000 employers participating
- ✓ Apprenticeship can enhance performance outcomes under WIA and Wagner-Peyser
- ✓ Apprenticeship *is* employment

Two Basic Scenarios:

1. WIA and Wagner-Peyser participants are not employed and then receive services resulting in their entry into a registered apprenticeship
2. Registered apprentices receive WIA and/or Wagner-Peyser services to further support their progress in the apprenticeship program

In the first scenario, the participants are treated as any other participants who were not employed at the time of participation in WIA or Wagner-Peyser. In the second scenario, the participants *were employed* at the time of participation in WIA or Wagner-Peyser and are, therefore, considered incumbent workers. Here's how the adult common measures would "work" in these instances:

Adult Entered Employment Rate

This common measure includes those adults not employed at the time of participation; a positive outcome occurs if the individual is employed in the first quarter after they exit. Incumbent workers are not included in this common measure because of their employment status at participation.

Example Based on Scenario #1: An individual not employed at the time of participation receives WIA and/or Wagner-Peyser-funded services and subsequently enters a registered apprenticeship program. *When they exit* WIA and Wagner-Peyser-funded services (all adult common measures are based on exit), as long as they remain in the registered apprenticeship program in the first quarter after exit, that is considered employment. In other words, if the individual exited anytime between April 1, 2008 and June 30, 2008 (i.e., the second calendar quarter), as long as they are employed between July and September 2008 (which is the first quarter after exit), that is a positive outcome for employment.

Example Based on Scenario #2: An individual enrolled in an apprenticeship program begins WIA and/or Wagner-Peyser participation. Because the individual is employed at participation (apprenticeship=employment), they are not included in the Entered Employment Rate. (This individual would be considered an incumbent worker; incumbent workers are not included in the Entered Employment Rate calculations because the measure only includes those individuals *not employed* at the time of participation.)

Adult Employment Retention Rate

This common measure includes those adults who were employed in the first quarter after exit (regardless of whether or not they were employed at participation); a positive outcome occurs if the individual is employed in *both* the second and third quarters after exit. Employment does not have to be with the same employer, nor must it be for a specified period of time.

Example Based on Scenario #1: The individual was not employed at the time of participation in WIA and/or Wagner-Peyser and subsequently enrolled in a registered apprenticeship program; they exited WIA and/or Wagner-Peyser and were employed (as an apprentice) in the first quarter after exit. Because they are employed in the first quarter after exit, they will be included in this measure. *If the individual is employed in the second and third quarters after exit, that is a positive outcome for retention.* In other words, if the individual exited anytime between April and June 2008 and were subsequently employed anytime between July and September 2008, they will be included in the Retention measure. As long as they're then employed (e.g., in an apprenticeship) anytime between October—December, 2008 *and* they're employed (e.g., in an apprenticeship) anytime between January—March, 2009, that is a positive outcome for retention.

Example Based on Scenario #2: The individual was already enrolled in a registered apprenticeship program when they began receiving WIA and/or Wagner-Peyser funded services; they exit WIA/Wagner-Peyser services and, although they're "employed" in the first quarter after exit, they are not included in the Entered Employment measure because they were employed at participation. However, because they were employed in the first quarter after exit, they will be included in the Retention measure. In other words, if this individual exited anytime between April and June 2008 and they were employed anytime between July and September 2008, then the program would be held accountable for retention based on employment anytime during October—December, 2008 *and* January—March, 2009.

Adult Average Earnings

This common measure looks at the average gross earnings of all those individuals employed in the first, second and third quarters after exit. All those adults employed in the first, second and third quarters after exit have their earnings *from the second and third quarters after exit* included in the calculations. Thus, this measure looks at average gross earnings over a six-month period.

Example: As long as the individual is employed in the first, second and third quarters after exit, they are included in the Average Earnings common measure. Let's say we have 5 individuals who were employed in the first, second and third quarters after exit. Combined, they had \$75,000 of gross earnings in the second and third quarters after exit. We determine average earnings as follows: $\$75,000/5$, which results in average earnings of \$15,000. This means that the average earnings across these particular exiters (those employed in the first, second and third quarters after exit) is \$15,000.